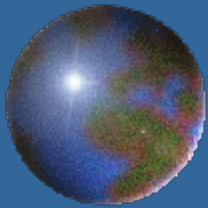
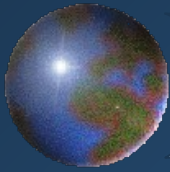


# ***EOA Symposium 2001***



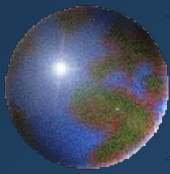
# ***CAREER PROGRESSION***

*EQUAL OPPORTUNITY ADVISORS  
(EOA) NEC 9515)*



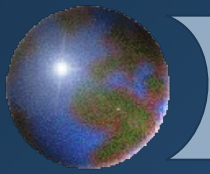
# *What is an EOA*

- ✚ Equal Opportunity Advisors are the Navy's trained experts on equal opportunity issues as required by DoD Directive 1350.2 (Department of Defense Military Equal Opportunity (MEO) Program).



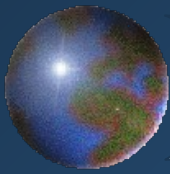
# *Training*

- ✚ EOAs complete a 15 week course of instruction at the Defense Equal Opportunity Management Institute (DEOMI) and earn Navy Enlisted Code (NEC) 9515.
- ✚ Additional training and certification is required of all EOAs assigned to Commander Naval Education and Training (CNET) billets.



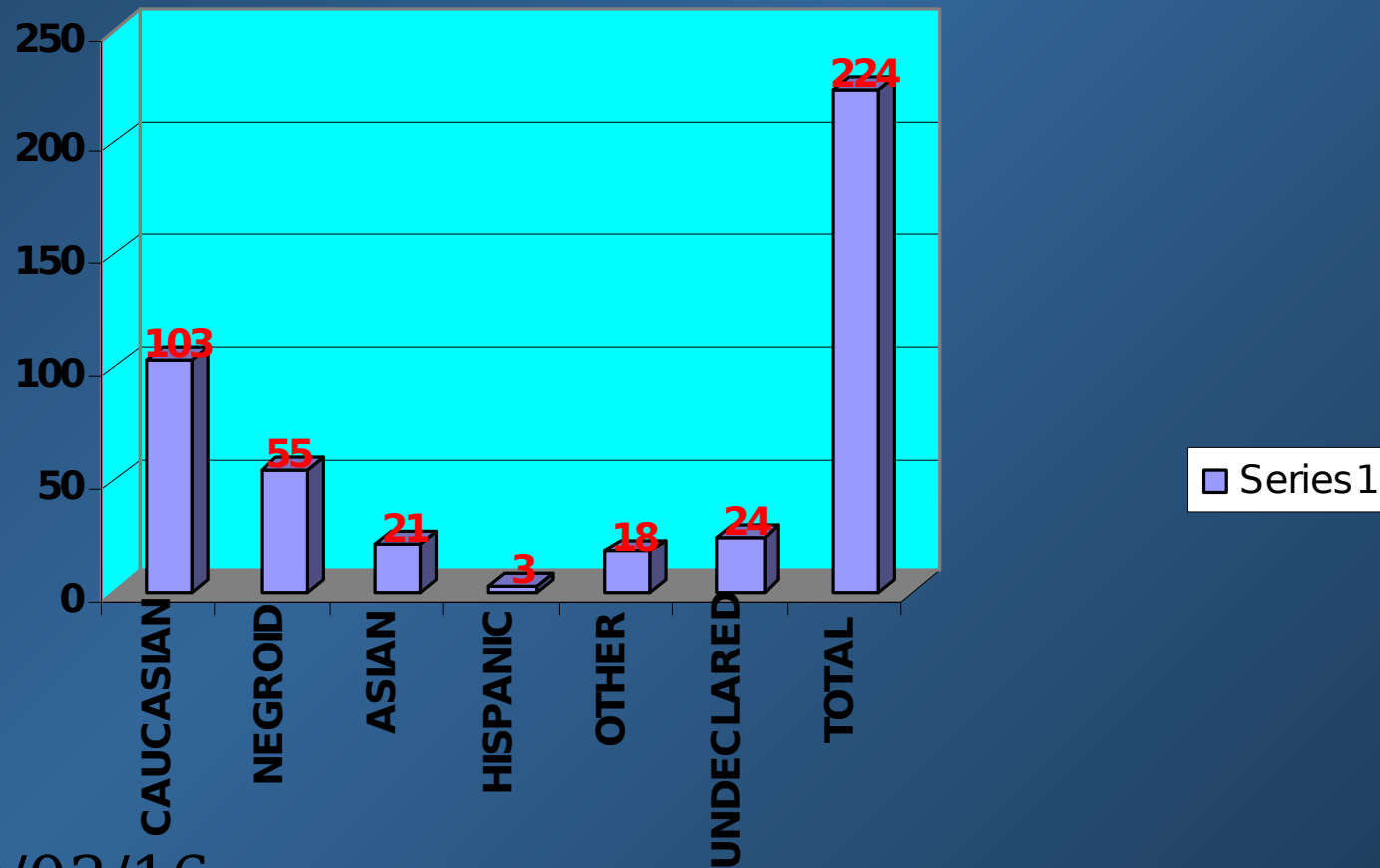
# *What Does An EOA Look Like?*

- ✚ EOAs are senior personnel, (E6 and above), and generally complete only one 3-year tour then returns to rate or retires.
- ✚ 26 - E9s, 28 - E8s, 73 - E7s, 19- E6s.
- ✚ As of 1 November 2001, NEC Billet Authorization (CBA stood at 127. This number fluctuates slightly each month.
- ✚ 17 are female, 70 are white, 39 are black,



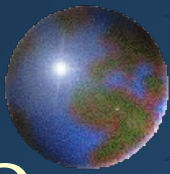
# Overall Navy (9515)

Total NAVY 9515



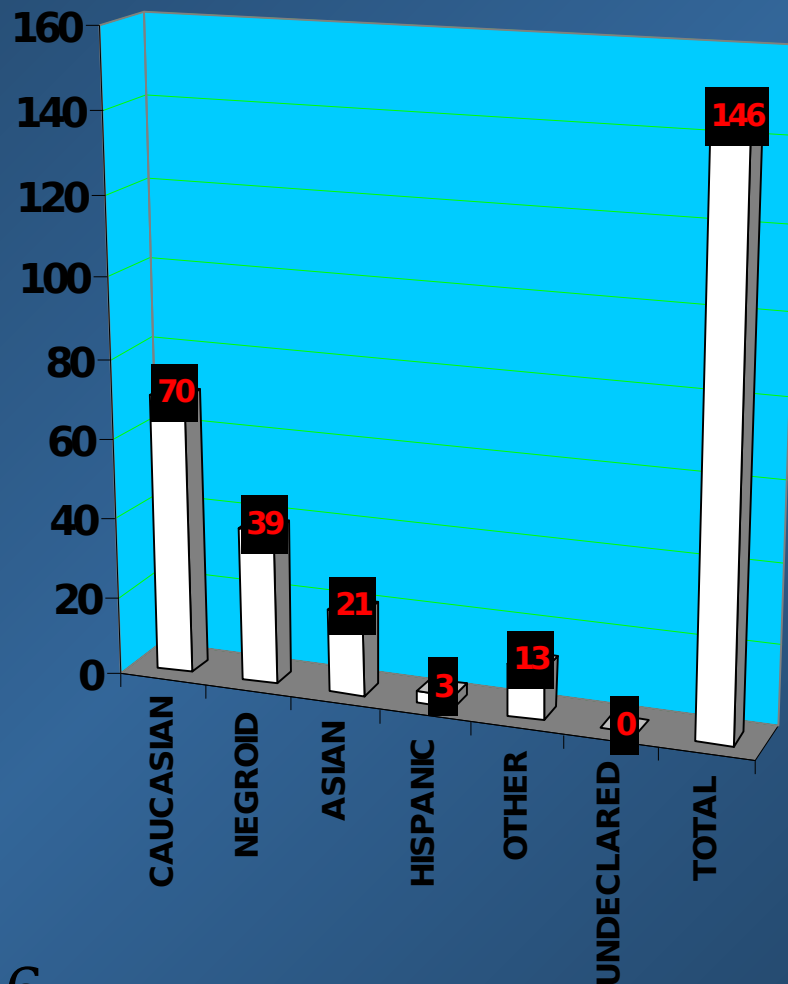
09/03/16

Total People - 224



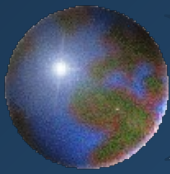
# Overall Navy Assigned Billets

Total Assigned Navy Billets

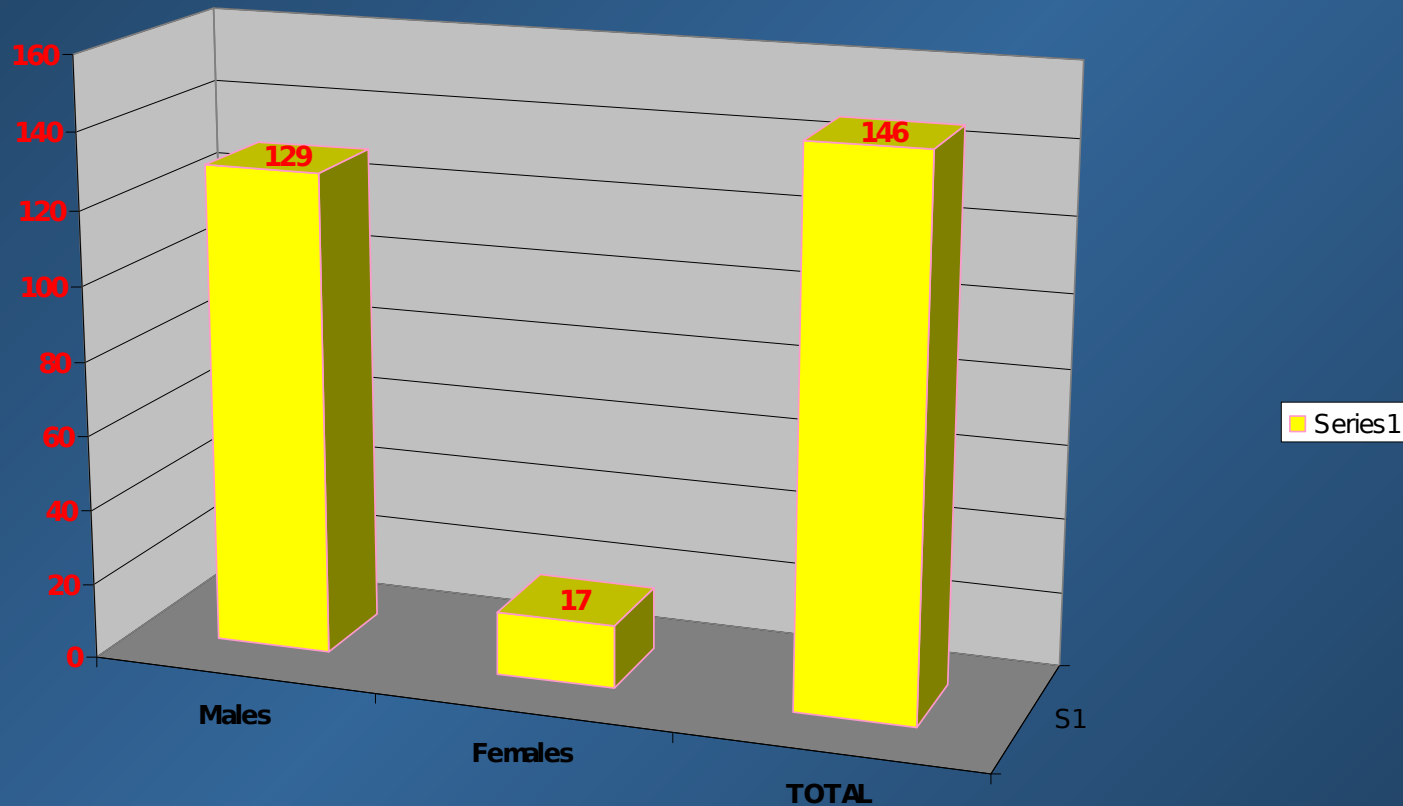


□ Series1

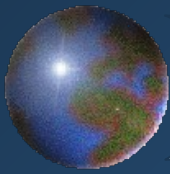
09/03/16



# *Comparison of Genders*

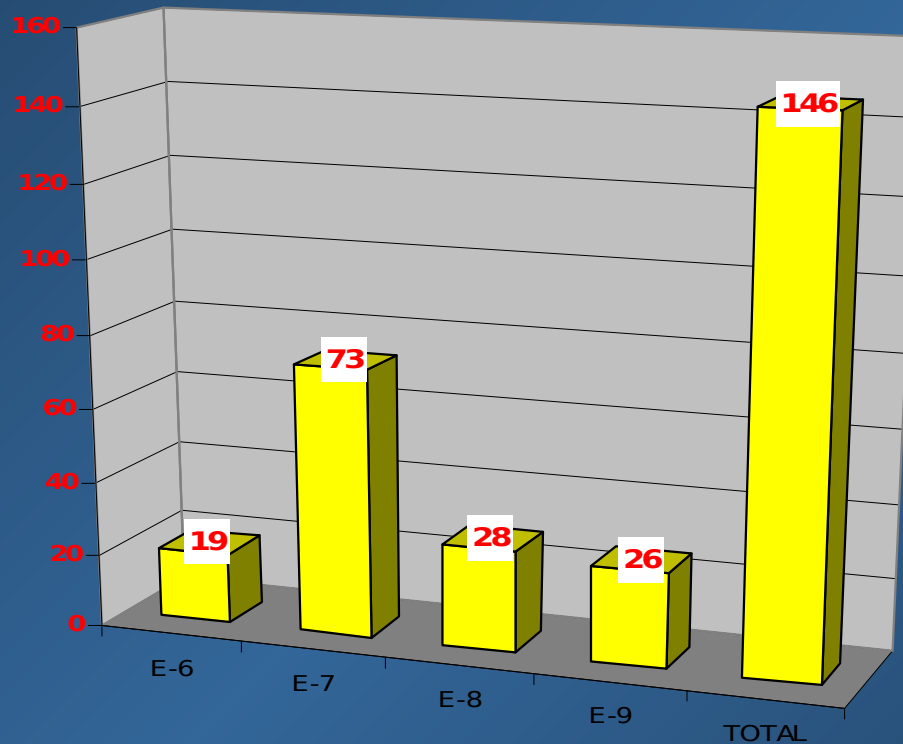


09/03/16

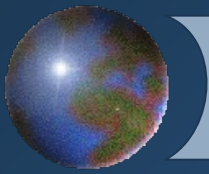


# Comparison of Pay Grade

PayGrade Break Down

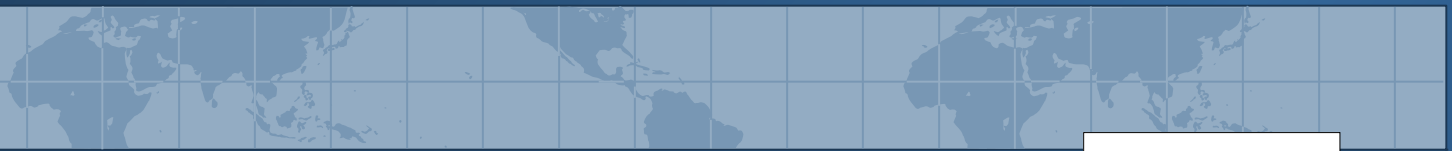
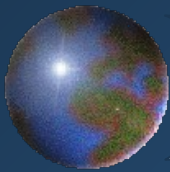


Series 1

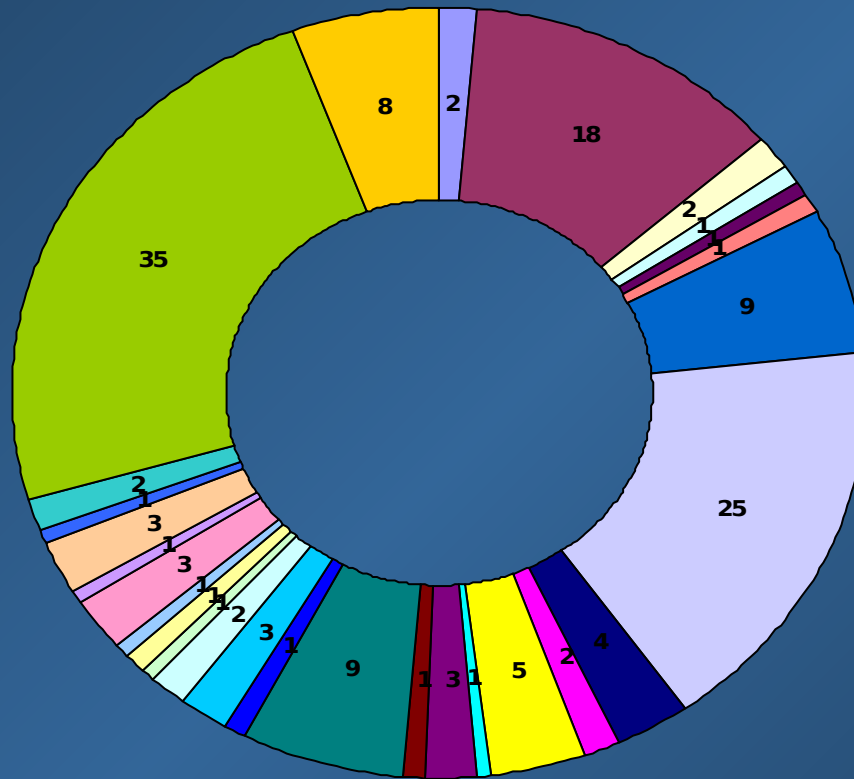


# *Overall Location of EOA Personnel*

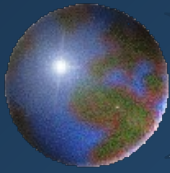
09/03/16



## TOTAL NAVY BY STATE OR LOCATION



BAHRA	CA
DIEGO	CO
NE	CT
DC	FL
GA	GUAM
HI	KEF
IL	NAPLES
JAPAN	LA
MD	ME
MS	NV
P RICO	RI
SARDIN	SPAIN
TN	TX
VA	WA




# *Detailing Process*

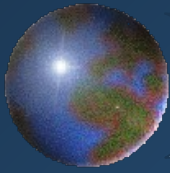
- GMC (SW) Green Special Programs Detailer.

# *PERS-4010D1*

## *GMC(SW) Green*

### SHORE SPECIAL PROGRAMS:


- 
- NLTU NEC 9518
  - CAAC NEC 9519/9522
  - EOA NEC 9515



# *Naval Leadership Training Unit*

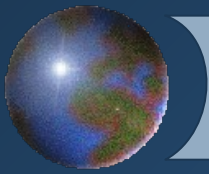
# *Naval Leadership Training Unit*

Motivational factor of 10 required!



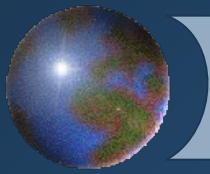
Facilitates 2 weeks of class discussion on a variety of leadership styles and their applications. Provides information on effective management techniques and improvement processes.

\*Some Travel WILL be required to meet the needs of the fleet.



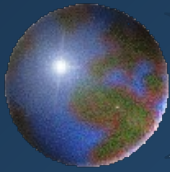
# *NLTU TRAINING PROVIDED*

- ✚ Seven weeks of instruction conducted at the Naval Leadership Training Unit in LITTLE CREEK VA, graduates of the course will earn the NEC 9518.



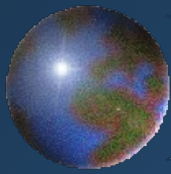
# *Where are the NLTU billets?*

- ✚ GROTON, CT
- ✚ GLAKES, IL
- ✚ MAYPORT, FL
- ✚ PENSACOLA, FL
- ✚ LITTLE CREEK, VA
- ✚ WASHINGTON DC
- ✚ LEMOORE, CA
- ✚ INGLESIDE, TX
- ✚ WHIDBEY ISLAND, WA
- ✚ SAN DEIGO, CA
- ✚ BREMERTON, WA
- ✚ PEARL HARBOR, HI
- ✚ YOKOSUKA, JAPAN(Sea duty)
- ✚ ROTA, SPAIN(Sea duty)

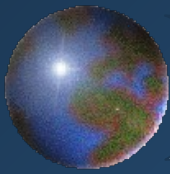


# *NLTU REQUIREMENTS*

- ✚ As listed in the Enlisted Transfer Manual Chapter 9.16:
  - \* Evals of 3.0 or above(last 3 years)
  - \* Favorable command endorsement
  - \* ASVAB score of 101 AR/WK combined
  - \* Favorable interview at nearest NLTU site

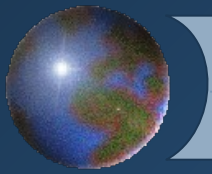


# *Counseling And Assistance Center*



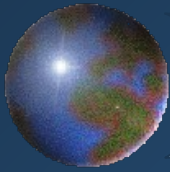
# *Counseling And Assistance Center(CAAC)*

- ✚ Works at a CAAC actually a Navy Drug and Alcohol Counselor(NDAC).
- ✚ Is the Command resource for the assessment, education and treatment of alcohol and substance abuse. Provides counseling for individuals and small groups, Conducts training on substance abuse prevention.



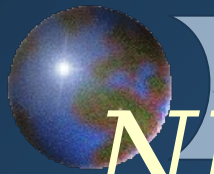
# *NDAC TRAINING PROVIDED*

- ✚ Ten weeks of school at the Naval School Health Sciences, SAN DIEGO CA, graduates earn the intern NEC 9522, internship is for 1 year, then awarded the certified counselor NEC 9519).



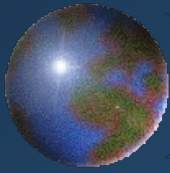
# *CAAC BILLETS*

- ✚ Locations available are predominately in fleet concentration areas, however billets are available worldwide on a limited basis.
- ✚ Billets for this job are also available on all Aircraft Carriers.

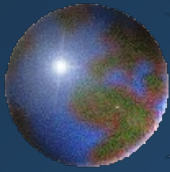


# *NDAC REQUIREMENTS*

- ✚ As listed in the Enlisted Transfer Manual Chapter 9.16:
  - \* Evals of 3.0 or above(last 3 years)
  - \* Favorable command endorsement
  - \* ASVAB score of 105 AR/WK combined
  - \* Interview with Drug and Alcohol Counselor
  - \* Approval of interview and recommendation to attend NDAC course by NSHS.

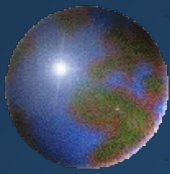


# *Equal Opportunity Assistant*



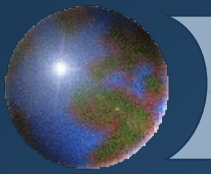
# *EOA BILLETS*

- ✚ Locations available are predominately in fleet concentration areas, however billets are available worldwide on a limited basis.
- ✚ Billets for this job are also available on all Aircraft Carriers.



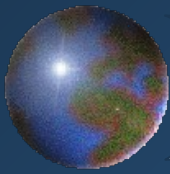
# *APPLYING FOR NLTU, CAAC, or EOA*

- ✚ Submit request to rating detailer for release to NLTU Special Programs using NAVPERS 1306/7.
- ✚ Once 1306/7 is approved you may and negotiate for NLTU orders. Keep in mind that you cannot apply for Special Programs via JASS.



# *Formal Interview Format for guided discussions with Prospective E0As*

Ideally conducted in person, however phone interviews may be conducted in special situations.



**Rate/Designator**

**Full Name**

**Command Assigned**

**Enlistment Date**

**Date of Rate**

**Military Schools  
(or NECs earned)**

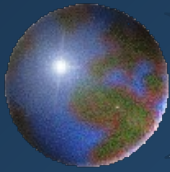
**Duty Assignments  
(last three)**

**Education  
(highest level)**

**Hobbies**

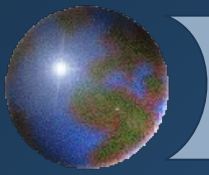
**Leisure activities**

**Family members**

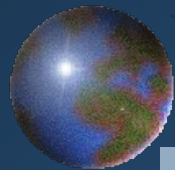


# *Responsibility*

- ⊕ You screen / make recommendations.
- ⊕ I evaluate and determine where to assign new EOAs and re-tours.
- ⊕ Chief Greens writes the orders.
- ⊕ DEOMI trains them.
- ⊕ Each one of us is responsible for establishing credibility, becoming and remaining competitive for advancement,

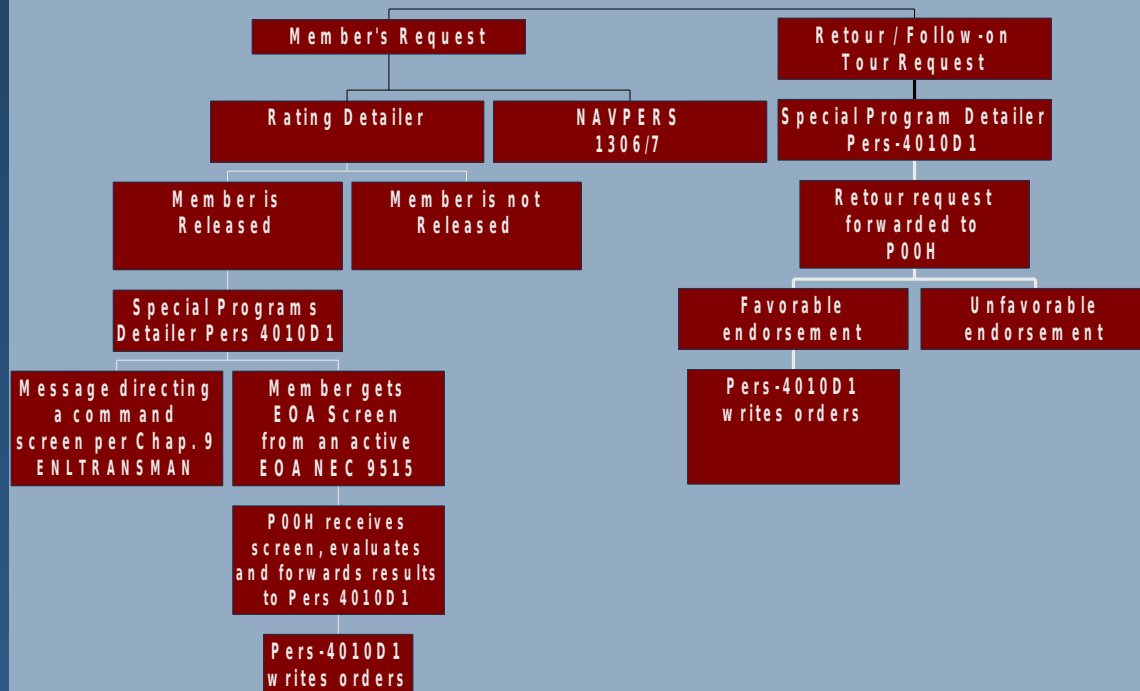


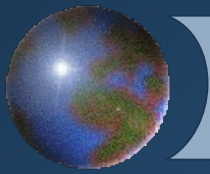
# *Flow Chart of EOA duty request*



## EOA DETAILING PROCESS

### NEC 9515 DETAILING





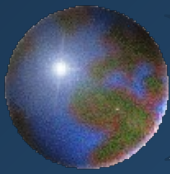
*For more information*

*Contact*

COM: 901-974-3862

DSN: 882-3862

FAX: 901-874-2646



# *QUESTIONS?*

*Contact your command CMEO/EOA or  
the*

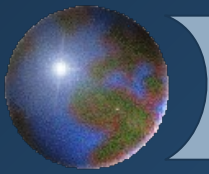
*DON EO/SH Adviceline:*

*1-800-253-0931*

*DSN: 882-2507*

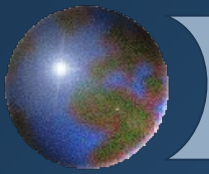
*Comm: (901) 874-2507*

*Overseas: call collect  
email.*



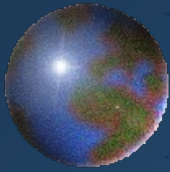
# *COMMENTS*

- EOA DETAILER OFFERED A CONSECUTIVE TOUR AS AN EOA. SUBMARINER DETAILER WOULD NOT ALLOW IT. HAS A REQUEST IN FOR A 36 MONTH HYT, RATING DETAILER WILL NOT APPROVE IF MBR TRANSFER AS AN EOA.
- EOA NEEDS TO BE A RATING OR APART OF THE NC RATING. CO/XO/SEA NEED MORE TRAINING IN THE PIPELINE.
- HAVE REGIONAL EOAS BASED ON GEOGRAPHIC LOCATION VICE OPERATIONAL CHAIN OF COMMAND.
- STRONGER SUPPORT FROM THE OFFICER



# *COMMENTS*

- RESTRUCTURE EO PROGRAM SIMILAR TO OTHER SERVICES TO INCLUDE FUNDING AND CAREER PROGRESSION.
- NPC - 00H SHOULD CONTROL BUDGET AND SITE VISITS FOR EOAS.
- EQUAL OPPORTUNITY TRAINING SHOULD BE MORE INCORPORATED INTO NLDP .
- IMPLEMENT AN EO TRAINING FOR CO/XO AND OFFICERS(ALL).
- HAVE DEPARTMENTAL CMEOS WITH AN EOA AT EVERY COMMAND.



# *COMMENTS*

- MANDATORY TRAINING FOR ALL IN EO/SH.
- OPEN FORUM FOR ALL HANDS EDUCATING OF CULTURE.
- MORE COMMAND SUPPORT FOR EMPHASIZING THE IMPORTANCE FOR THE NEED TO TRAIN ON EQUAL OPPORTUNITY.
- THERE SHOULD BE AN EQUAL OPPORTUNITY REHABILITATION PROGRAM.